

Policy Title: Policy on Clinical Faculty Appointments	
Responsible Executive(s):	Dean and Vice-Principal, Health Affairs
Responsible Office(s):	Academic Affairs Office, Faculty of Medicine & Health Sciences
Contact:	Vice-Dean, Academic Affairs
Date Issued:	April 7, 2016
Date Last Updated:	December 6, 2022

I. Policy Statement

The purpose of this policy is to ensure that all physicians who are supervising our trainees have a valid University appointment and are covered by all of the relevant policies and regulations governing their University appointment.

II. Who Is Affected By This Policy

All physicians who are practicing in one of McGill’s designated teaching hospitals, other healthcare institutions affiliated with the University and in private clinical practices officially recognized by the Faculty of Medicine & Health Sciences and who are supervising clinical trainees.

III. Exclusions

None.

IV. Definitions

Clinical Faculty Members are physicians licensed by the *Collège des médecins* and who are clinically active in McGill’s designated teaching hospitals, other healthcare institutions affiliated with the University and in private clinical practices, officially recognized by the Faculty of Medicine & Health Sciences.

Clinical Trainees are medical students, residents, clinical fellows

McGill designated teaching hospitals are those granted the designation by the *Ministère de Santé et des Services Sociaux* (MSSS) and referred to as a CHU, CHA-U or Institute: McGill University Health Centre (MUHC), Jewish General Hospital, St-Mary's Hospital, Douglas Institute.

Other healthcare institutions affiliated with McGill refers to teaching sites that do not have the MSSS designation as a CHU, CHA-U or Institute and who have a signed affiliation agreement for teaching with the McGill Faculty of Medicine & Health Sciences.

Medical education programs refers to the Undergraduate Medical Education Programs, the Postgraduate Medical Education Programs, and the Allied Health Professional Programs.

Formation Complémentaire is defined as training carried out after obtaining specialty or sub-specialty certification to acquire additional specialization skills in a particular field of specialty training.

V. Policy

This policy describes the appointment of clinical faculty members in the McGill University Faculty of Medicine & Health Sciences.

Health care education requires the active participation of clinical trainees in clinical settings. The health care professionals who supervise, teach, and assess our clinical trainees in these clinical settings require a University appointment to meet the Faculty's medical education programs' accreditation requirements.

The University recognizes that clinical faculty members make significant contributions, particularly in the education of undergraduate and postgraduate clinical trainees. They are also the major providers of care at teaching hospitals, other healthcare institutions affiliated with the University as well as in private clinical practices, officially recognized by the Faculty of Medicine & Health Sciences. They often contribute to research and academic administration.

A University appointment provides the clinical faculty member with access to McGill systems such as myCourses, and library resources. A University appointment also entitles the clinical faculty member to a McGill email address. The McGill email address is the official means of communication by the Faculty of Medicine & Health Sciences and the University.

Clinical faculty members are subject to all McGill University [Policies and Regulations](#), the Faculty of Medicine & Health Sciences' [Undergraduate Medical Education Policies](#) and the Faculty of Medicine & Health Sciences' [Postgraduate Medical Education Policies](#), as amended from time to time, and are responsible for familiarizing themselves and complying with the content of these policies. In particular, all clinical faculty members are expected to be aware of and abide by the Faculty of Medicine & Health Sciences' [Code of Conduct](#).

Clinical faculty members are appointed to one of the following academic ranks: Faculty Lecturer, Assistant Professor, Associate Professor or Professor. They may be appointed as part-time or full-time, depending on

the extent of their academic and or clinical contributions. If the clinical faculty member holds a ranked appointment at another University, they are appointed as an Adjunct Professor (Clinical) at McGill University.

Clinical faculty members may be considered for promotion based on scholarly achievement including teaching performance. The criteria for promotion are outlined in the [Regulation Relation to the Employment of Contract Academic Staff](#) and in the [Regulations Relating to Employment of Tenure Track and Tenured Academic Staff](#).

The University appointment is contingent upon the clinical faculty member maintaining their appointment at the McGill University designated teaching hospital or their continued participation in the education of undergraduate and postgraduate clinical trainees at the other healthcare institutions affiliated with the University or in private clinical practices, officially recognized by the Faculty of Medicine & Health Sciences.

Policy History and Updates *(This section details any updates to the policy to track revisions and keep the University community abreast of changes that may affect them.)*

Policy issuance date: 2016/04/07

Date of major changes or revisions: 2016/04/07; **Approved by:** Deanery Executive Committee

Date of major changes or revisions: 2016/10/28; **Approved by:** Deanery Executive Committee

Date of major changes or revisions: 2022/12/06; **Approved by:** Deanery Executive Committee